



## Consider Giving a College Student

### A

#### Heads Up Advantage

Give students the work experience they need to pursue their desired career paths. Interns will use this time with employers to acquire new skills, develop confidence in a professional setting, practice communication and expand their network. The challenging job market has made it essential for college students to gain real work experience prior to graduation.

## VolunteerLEON Internships

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## *Vision Statement*

Leon County Government is dedicated to presenting and enhancing the outstanding quality of life which has made our community a desirable place to live, work and raise our children. Through the provisions of cost effective superior services, County Government will insure the promotion of the orderly growth for the economic health and safety of its citizens.

-Leon County Board of County Commissioners

### **VOLUNTEERLEON MISSION STATEMENT**

To strengthen individuals and organizations in our community through volunteerism.

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### **VOLUNTEERLEON VISION STATEMENT**

A responsive and caring Big Bend community defined by volunteerism and civic engagement.

## *VolunteerLEON Internship Program*



## *INCORPORATE INTERNS*

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*Meet, Learn, Grow*

*Enhance Leon County's  
Working Staff*

[www.VolunteerLEON.org](http://www.VolunteerLEON.org)

## LEON COUNTY INTERNSHIPS

### INTRODUCTION

Leon County recognizes that Volunteers / Interns are essential to the productivity, efficiency, and cost-effectiveness of government. The County encourages and welcomes individuals to become partners in public service by applying and volunteering for internships in county departments.

The VolunteerLEON Center matches citizens with varying degrees of time, talent and skill to county departments needing assistance. Volunteers /Interns are not expected to replace employees, but rather to extend and enhance services to the public. A volunteer's / Intern's contribution to the County goes far beyond the actual work performed. Our volunteer program integrates us with the community in a very personal way.

VolunteerLEON tries to place volunteers/ Interns in the job best suited to their skills and interest. VolunteerLEON prides itself on coordinating a professional volunteer program. Staff knows that when we refer a volunteer to them, we are referring a highly motivated, committed individual. We depend on volunteers to keep their commitments. In turn we are committed to treating each volunteer as a valued member of our staff. Remember, the volunteer experience should be fulfilling and rewarding for both the parties.

### **Why Recruit an Intern?**

With the ever increasing demand for the highest quality candidates, finding the best is like finding a needle in a haystack. VolunteerLEON uses alternative methods to bring in quality candidates. One solution is very simple: recruit an intern. The intern position has many redeeming qualities that not only make business sense but also has the power to propel the productivity of your daily tasks.

#### **The Obvious Benefits of Recruiting an Intern**

The role of the intern can prove to be an extremely valuable asset to your place of work. On the surface level, recruiting an intern enables you to bring in a new employee who works diligently. Interns possess this mindset because they are looking for any opportunity to showcase their talents and hopefully jumpstart their careers. As a result, training an intern greatly increases the productivity of your workplace because you are able to get more work done everyday and at the same time making it possible for a college intern to gain knowledge and experience on the job.

#### **The Hidden Benefits of Using Interns**

In many ways, the primary reason for recruiting an intern is to train a new full-time employee. If you recruit an intern, you have control over the quality of your candidates. In this sense, the purpose of training an intern is to have a fully trained employee who is well versed in your line of expertise and available for an opening. This individual is significantly more qualified than the majority of candidates who may be applying from outside as opposed to those receiving internship experience.

### STATISTICS

According to a 2010 student survey by the National Association of Colleges and Employers (NACE), new graduates who had taken part in internships fared far better in the job market than their counterparts who did not gain that experience. NACE reported that 42.3% of seniors with an internship under their belt received at least one job offer. For students with no internships experience, only 30.7% received a job offer.

Overall, students who completed 1 or more internships received an average salary offer of \$41,580. while those who did not take part in an internship received an average salary offer of \$34,601. For computer science majors, who had the largest gain from participating in internships, the average salary offer for those with an internship was \$58,920. while students with no internship experience averaged a salary offer of \$45,000.

The survey also found that students who completed an internship were more likely to accept the job offer. One rationale for this finding is a higher starting salary, as the study found that the median accepted salary offer for a graduate who had pursued an internships was \$45,301. The median accepted salary for non-intern seniors was \$34,601. 31% less.

Of their interns, 58% were hired into full-time jobs. "That's the highest conversion rate we've seen since we started tracking this on an annual basis in 2001," says Marilyn Mackes, NACE executive director.